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**Advisory Committee to the Office of State and Local Training  
Federal Law Enforcement Training Center (FLETC)  
Department of Homeland Security  
May 3, 2006 - Summary of Meeting  
Brunswick, Georgia**

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**EXECUTIVE SUMMARY**

- Stanley Moran, Deputy Assistant Director, Office of State and Local Training (OSL), welcomed the group and introduced the Co-chairs, Mr. Randy Beardsworth, Assistant Secretary for Strategic Planning, DHS, and Mr. Domingo Herraiz, Director, Bureau of Justice Assistance, representing Co-chair Regina Scofield, Assistant Attorney General, Office of Justice Programs, Department of Justice (DOJ).
- Mr. Moran introduced Cynthia Atwood, Assistant Director, Administration Directorate (Soon to be Assistant Director, Field Training Directorate (FTD)) FLETC.
- Ms. Atwood welcomed everyone and spoke briefly on the great opportunity she has been afforded to work in FTD and said she looks forward to a great Advisory Committee meeting.
- Joe Collins, Senior Program Specialist, SPD, briefed on the First Responder Training Program (PowerPoint slides on file).
- Rosana Mora, Senior Program Specialist, SPD, briefed on the Hate and Bias Crime Training Program (PowerPoint slides on file).
- Harold Arledge, Senior Program Specialist, (SPD), briefed on the Gang Resistance Education and Training (PowerPoint slides on file).
- The afternoon session consisted of an open discussion among the Advisory Committee members. Topics discussed included ethics, clearinghouse items for officer actions, importance of surveys about training, and computer based training programs.

**ATTENDEES**

**Federal Law Enforcement Training Center (FLETC)**

Cynthia Atwood, Assistant Director, Field Training Directorate

Janice Teich, Assistant Chief, Evaluation and Analysis Division

Paul Imbordino, Washington Office

**Office of State and Local (OSL), FTD, FLETC**

Stanley Moran, Deputy Assistant Director

Malcolm Adams, Chief, State and Local Programs Division

Denise Franklin, Chief, Training Support Division

Ron Dionne, Assistant Division Chief, State and Local Programs Division

Reba Fischer, Program Analyst (Designated Federal Officer), Training Support Division

Margaret Sullivan, Operations Specialist, Training Support Division

Paula Padgett, Support Services Specialist, OSL

Nancy Beavers, Support Services Specialist, Training Support Division

Lisa Thrift, Support Services Specialist, Training Support Division

Carol Wood, Support Services Specialist, Training Support Division

Alan Shefveland, Support Services Specialist, Training Support Division

Susie Hoskie, Training Technician, State and Local Programs Division

Adam Harper, Training Specialist, State and Local Programs Division

Charlene Anderson, Training Technician, State and Local Programs Division

Delia Anderson, Training Technician, State and Local Programs Division

James Carter, Training Technician, State and Local Programs Division

Scott Santoro, Senior Program Specialist, State and Local Programs Division

Rosana Mora, Senior Program Specialist, State and Local Programs Division

Harold Arledge, Senior Program Specialist, State and Local Programs Division

David Strickland, Training Technician, State and Local Programs Division

Pam Pewitt, Training Technician, State and Local Programs Division

Joe Collins, Senior Program Specialist, State and Local Programs Division

Committee Members and Representatives

Randy Beardsworth, Assistant Secretary, Office of Strategic Plans, Department of Homeland Security (DHS)

Domingo Herraiz, Director, Bureau of Justice Assistance, representing Co-chair Regina Scofield, Department of Justice (DOJ)

Mike Becar, Executive Director, Idaho Police Officer Standards and Training (POST), International Association of Directors of Law Enforcement Standards and Training (IADLEST)

Bruce Benson, Associate Professor, School of Criminal Justice, Michigan State University

Carl Peed, Director, Community Oriented Policing Services (COPS), DOJ

Andy Mitchell, Director, Office of Grants and Training, DHS

Steve Flaherty, Superintendent, Virginia State Police, State and Provincial Division, IACP

Joe Greene, Director, Office of Training, Immigration and Customs Enforcement (ICE), DHS

Deborah Ness, Chief, Bismarck (North Dakota) Police Department

Steve Rittreiser, Chief of Police, Central Washington University, International Association of Campus Law Enforcement Administrators (IACLEA)

J.R. Tomasovic, Department Training Coordinator, National Park Service, representing Steven Calvary, Department of Interior

Rick Atwood, DEA Program Specialist, Office of State and Local Training, representing John McCarty, Special Agent in Charge, Office of Training, Drug Enforcement Administration (DEA), DOJ

Larry Haynes, Education and Training Manager, International Association of Chiefs of Police (IACP), representing Eugene Cromartie, Deputy Executive Director/Chief of Staff, IACP

Sal Baragiola, Undersheriff, Bernalillo County (NM)

David Salinas, Bexar County (TX) Sheriff's Office, Hispanic American Police Command Officer's Association (HAPCOA)

Committee members not represented at the meeting:

Jacqueline Cooper, National Organization of Black Law Enforcement Executives (NOBLE)

Gary Edwards, National Native American Law Enforcement Association (NNALEA)

Robert McNeilly, Chief of Police (Pittsburgh, PA), Police Executive Research Forum (PERF)

John Bittick, Sheriff, Monroe County (GA), National Sheriffs' Association (NSA)

Other Guests:

Germaine Perambo, Special Agent, FinCEN

**WELCOME AND OPENING REMARKS**

Mr. Moran called the meeting to order at 8:00 a.m. at the Embassy Suites, Brunswick, Georgia. Mr. Moran welcomed everyone and thanked members of the Advisory Committee and all attendees for taking time out of their busy schedules to attend. He then asked Mr. Beardsworth to make some opening remarks.

Mr. Beardsworth welcomed the committee and spoke how fond he is of the FLETC and said that it was great to be at Glynco with the Advisory Committee. He spoke briefly on his role as the Assistant Secretary of Strategic Planning, DHS. He noted that the current focus is counterterrorism and that most recently much attention has been given to the secure border initiative. There is increased emphasis on state and local police with the introduction of Fusion Centers in each State, which enable broader information sharing between state and local agencies.

Mr. Herraiz also welcomed the Advisory Committee and spoke of the partnerships between the Federal government and state and local law enforcement. He praised the Fusion Center Guidelines for better enabling collaboration between Federal, state, and local law enforcement agencies.

Ms. Atwood then began her opening remarks and welcomed the Advisory Committee members, especially the new members to the Committee. She noted that this was her first meeting, in her soon to be new capacity as the Assistant Director of the Field Training Directorate. She gave a brief description of her career and an overview of what is happening at the FLETC. She explained that the new Combined Skills Driving Range has just been completed and noted that is an important new training facility for the FLETC. She spoke of the new Simulation Training Facility, now under construction, and confirmed its importance to enhance training of students. She also mentioned the new counterterrorism facility, which is still under construction, with funding provided from Partner Organizations. She spoke of the intelligence training initiatives and the ongoing Maritime Security Training, at Glynco, Charleston, and Cheltenham. Ms. Atwood shared her vision for the Advisory Committee and stated that she is committed to bringing her experience and her passion to help impact the state and local training arena.

Mr. Moran asked Ms. Atwood to come forward, and they jointly thanked Mr. Bruce Benson for his service to the Advisory Committee and presented him with a farewell letter signed by Connie Patrick, Director of the FLETC. They presented him with an engraved clock to commemorate his service to the Committee.

Ms. Atwood then presented Mr. Moran a letter from Director Patrick thanking him for his service to the Advisory Committee and the FLETC. Mr. Moran will be departing Glynco for Gaborone, Botswana, Africa in June. Mr. Moran was presented an engraved clock to commemorate his service. Mr. Moran thanked the Committee and the OSL staff for the great work and support they gave him during his tenure as the Deputy Assistant Director, OSL.

Mr. Moran then asked Mr. Malcolm Adams, Chief, State and Local Programs Division, to come forward and facilitate the remainder of the meeting.

Mr. Adams asked for any comments regarding the minutes from the last meeting. There was no discussion and a motion was made to approve the minutes as written. The motion was approved. Mr. Adams gave a brief overview of OSL Center activities over the past six months.

Mr. Adams confirmed that the OSL has conducted 84 programs in 50 cities in 29 states and trained personnel from over 2,200 state and local agencies, reaching 3,500 students. He noted that the OSL recently conducted a Curriculum Review Conference for the Antiterrorism Intelligence Program (AIATP). The OSL is working in cooperation with the COPS Regional Community Policing Institute (RCPI) in St. Petersburg, Florida, to put the AIATP on-line. The OSL conducted a Curriculum Development Conference for the Introductory Intelligence Analyst Training Program (IIATP), which will be piloted this year. In addition, this past winter in Rapid City, South Dakota, the pilot Domestic Violence Indian Country Training Program (DVICTP) was held and was very well received. The OSL attended the National Native American Law Enforcement Association and the Hispanic American Police Command Officers Association conferences in Las Vegas, Nevada, as well as several other conferences where OSL exhibited to market their training programs. During this same timeframe, the OSL, in partnership with the National Park Service (NPS), delivered a telecast to an audience of several hundred National Park Service employees on Domestic Violence. Mr. Adams explained that within the national parks, there are an ever increasing number of domestic violence incidents in which Park officers respond. This telecast provided valuable training to the NPS employees regarding this subject.

In February, at the request of the New Orleans Police Department, Mr. Adams and Mr. Moran visited New Orleans to discuss a consolidated training facility for the surrounding parishes. Five parishes lost most resources in hurricane Katrina, and they are assessing whether a consolidated facility would be of benefit to the area. A report has been forwarded to the FLETC Director regarding recommended steps needed to help with this request.

Mr. Adams briefly discussed results from the breakout sessions of the last Advisory Committee meeting. The OSL is partnering with the Peace Office Standards and Training (POST) Directors in each state to get all courses certified, to secure hosts for training, and to better coordinate OSL's training schedule with other agencies. Mr. Adams relayed that the main suggestion that resulted from Northern Plains States breakout group was for a combined training program with one-half consisting of drug topics and the other half focused on domestic violence topics. As a result, the OSL is being creative in developing and delivering unique training program sessions to as many state, local, campus, and tribal officers as possible. The marketing breakout session affirmed the many multifaceted ways that OSL markets, to include working with the POST Directors and meeting with the COPS Regional Community Policing Institutes to help market OSL's programs.

**PRESENTATIONS AND DISCUSSIONS**

Mr. Joe Collins briefed the Advisory Committee on the First Responder Training Program. Mr. Peed asked whether the Emergency Medical Assistance Teams are a part of the training, and if not, he encouraged contact with them. Mr. Beardsworth asked if the Incident Command Training was based on the Federal Emergency Management Agency model of the National Response Plan (NPR). Mr. Adams responded that he would confirm compliance with the NPR.

Ms. Rosana Mora briefed on the Hate and Bias Crime Training Program. Chief Ness asked if when this program is taught the reporting of hate crimes increase does. Ms. Mora confirmed that in some jurisdictions, the problem is identifying that a hate crime has occurred. She suggested that Record Intake Clerks needed training to ask the proper questions to help determine if a hate crime actually occurred. Mr. Moran re-emphasized the importance of this program to help identify what crimes are actually hate crimes.

Mr. Harold Arledge briefed the Committee on the Gang Resistance and Training Program. Since the inception of this program, 10 million children in 300 communities have received this training. He mentioned that the annual GREAT conference will be held in La Quinta, California, in July 2006.

Mr. Adams briefed the Committee on the State and Local Law Enforcement Symposium that will be held in Rapid City, South Dakota, from August 29-31, 2006. The goal is to reach 200 officers from the Northern Plains States (North Dakota, South Dakota, Wyoming, and Montana) by bringing together trainers at one location and allowing the students to get 21 hours of training in diverse subjects over the course of three days.

Mr. Peed asked what needs assessment was used to develop this symposium, and Mr. Adams confirmed that OSL's recent Minot State University longitudinal study was used.

Mr. Greene then noted that the OSL has great training and delivers it well, but suggested that OSL publish or be more forthcoming with what impact the training is having on the state and local police departments. He recommended OSL demonstrate how efficient it is in the use of training dollars and showcase the effect that the training is having. He recommended OSL present this type of affirming information when talking about the amount and type of training that OSL conducts. He said he is confident that OSL has the information; OSL just needs to present it.

Mr. Green also talked about pre-incident indicators and spoke about what sorts of things law enforcement personnel should look for that may indicate terrorist activity. How do you effectively interrupt acts that could lead to terrorist activity? He confirmed that the National Neighborhood Watch/Fusion Centers seem to be a great tool for the entire country to use. He also suggested that a pre-incident indicator course would be relevant training for today's post 9/11 law enforcement. A discussion among the Committee members relevant to this topic followed. Watch groups of all types will more than likely stop the next terrorist strike. Everyone needs to be aware of what is happening in their respective communities.

Unfortunately, Americans tend to forget this, and go about their day-to-day lives, but everyone must stay in tune to prevent future attacks.

Mr. Mitchell talked about Citizen Core, a program that DHS funds via state grants, and stated that the State Homeland Security Advisor should be the focal point in each State. Mr. Rittreiser said the dispatchers oftentimes could get pieces of information, but if not careful what to look for, they may miss clues as to an attack. He stressed the importance of training on this. Mr. Moran informed the group that the FBI is in the process of developing a new video regarding pre-incident indicators.

Mr. Adams challenged the group to come up with new ideas that the OSL could use to better train state and local police. Mr. Benson brought up the subject of ethics and this led to a lengthy discussion on this subject by many Committee members. There was a consensus that this important topic was taught at all levels, but if left unchecked, ethical issues can cause problems for everyone involved in law enforcement. There was also a consensus that this training is taught by many agencies, and that much duplication or gaps could be occurring.

Discussion also took place regarding how agencies get information as to what training is available, as there is so much training being offered both by governmental agencies, and non-profits and for-profit organizations. The question was posed whether the FLETC could be a clearinghouse for all state and local agencies to check to see what training is available. Mr. Mitchell said that the State Homeland Security Advisors should have information about what training and grants are available from the Office of Grants and Training. Mr. Beardsworth stated that FLETC already has high visibility for much training. Could a website be maintained that could be used as a resource to find out what training is available? It was noted that the POST directors also have training information available in each State.

Mr. Benson stated that a needs survey could help identify what training is needed for the future. In response, Janice Teich (Evaluation and Analysis Division) said that the EAD does surveys and could assist the OSL if needed.

Mr. Mitchell informed the Committee that DHS Office of Grants and Training is holding a conference in late November in Washington, D.C., to discuss training issues and invited OSL to exhibit there to promote OSL training.

**CLOSING REMARKS**

Mr. Beardsworth offered closing remarks. He talked about the importance of measuring effectiveness. How do we know we are making a difference on the street with the training we are offering? Use of technology is a good expansion to get training out to state and local law enforcement officers. He said that there needs to be a good deal of counterterrorism awareness at the state and local levels. He thanked the participants for their attendance and input. He commented that the meeting was very informative and an important session.

Mr. Herraiz said that it was another beneficial meeting and the role of this Committee is very important. He stated that our Charter is important, and that it takes much effort to have a committee such as this one. He said he appreciates the partnership with FLETC and that it is vitally important to make the best use of taxpayer's dollars to effectively and efficiently conduct training.

Ms. Atwood said she was glad to be part of this committee and also looks forward to being a part of FTD, and to continue the fine work of the Office of State and Local Training.

Mr. Moran closed the meeting by announcing that the next meeting was tentatively scheduled for the first week in October - possibly October 4, 2006. He confirmed that each member would be notified as to the exact date and location. He encouraged all members to notify Ms. Fischer, Advisory Committee Designated Federal Officer, if they had items that they would like to have on the agenda for the next meeting.

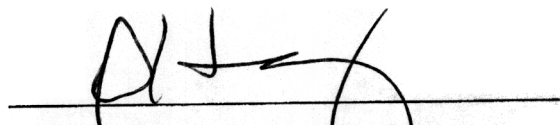
The meeting was adjourned at 3:30 p.m., May 3, 2006.

Submitted by:

 8-17-06

for Stanley Moran, Sponsor, Advisory Committee  
Deputy Assistant Director  
Office of State and Local Training  
Federal Law Enforcement Training Center

Approved by:

  
Randy Beardsworth, Co-chair  
Assistant Secretary  
Office of Strategic Plans  
Department of Homeland Security  
Domingo Herraiz, Acting DOJ Co-chair  
Director  
Bureau of Justice Assistance  
Department of Justice